
By: **Senators Gladden, Britt, Conway, Currie, Exum, Giannetti, Grosfeld,
Hughes, Jones, Kelley, Lawlah, and McFadden**

Introduced and read first time: February 4, 2005

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **Employment - Pay Rates - Maryland Self-Sufficiency Standard**

3 FOR the purpose of requiring the Secretary of Business and Economic Development
4 to consider a certain self-sufficiency standard when setting or amending a pay
5 rate; requiring that a State employee whose pay rate is less than the Maryland
6 self-sufficiency standard receive a certain pay increase; requiring the
7 Department of Business and Economic Development to develop the Maryland
8 self-sufficiency standard on or before a certain date; requiring the Department
9 to distribute the standard to units of State government; requiring units of State
10 government to use the standard for a certain purpose; and generally relating to
11 the self-sufficiency standard.

12 BY repealing and reenacting, with amendments,
13 Article - State Personnel and Pensions
14 Section 8-104(b)
15 Annotated Code of Maryland
16 (2004 Replacement Volume)

17 BY adding to
18 Article - Labor and Employment
19 Section 3-413.1
20 Annotated Code of Maryland
21 (1999 Replacement Volume and 2004 Supplement)

22 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
23 MARYLAND, That the Laws of Maryland read as follows:

24 **Article - State Personnel and Pensions**

25 8-104.

26 (b) (1) In setting or amending a pay rate, the Secretary shall consider:

- 1 (I) EDUCATION;
- 2 (II) TRAINING; OR
- 3 (III) EMPLOYMENT.

4 (2) UNITS OF STATE GOVERNMENT SHALL USE THE SELF-SUFFICIENCY
5 STANDARD TO ASSIST AN INDIVIDUAL IN:

- 6 (I) ESTABLISHING PERSONAL FINANCIAL GOALS; AND
- 7 (II) ESTIMATING THE AMOUNT OF INCOME NEEDED TO SUPPORT
8 THE INDIVIDUAL'S FAMILY.

9 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
10 July 1, 2005.